

Public Session Minutes for the Meeting of November 23, 2016
11:20 a.m. to 12:20 p.m., ERC 3023

Attendees: Karyn Brearley (Chair), Dan Borowec (*via teleconference*), Adele Imrie, Tim McTiernan

Staff: Miles Bowman, Becky Dinwoodie, Craig Elliott, Cheryl Foy, Susan McGovern, Michael Owen, Deborah Saucier

Regrets: Andrew Elrick, Jay Lefton, Mike Snow

Guests: Mike Eklund

1. Call to Order

The Chair called the meeting to order at 11:32 a.m.

2. Agenda

Upon a motion duly made by T. McTiernan and seconded by A. Imrie, the Agenda was approved as presented.

3. Conflict of Interest Declaration

None.

4. Approval of Minutes of the Meeting of September 29, 2016

Upon a motion duly made by A. Imrie and seconded by T. McTiernan, the Minutes were approved as presented.

5. Chair's Remarks

The Chair noted the violence-related policy items coming forward for discussion as the key items for the Committee to consider at the meeting, as well as the election process for next year.

6. President's Remarks

The President reinforced the importance of the violence-related policy instruments on the agenda and noted their focus on collegiality and positive behaviour. He was looking forward to further discussion of the policies.

7. Governance

7.1 Policy

(a) Policy on Sexual Violence for Students and Procedures for Responding to Incidents of Sexual Violence

D. Saucier introduced M. Bowman to present the policy for consideration. M. Bowman outlined the consultation process with the community, which included 4 town halls and online feedback. As a result of the comments provided, a stand-alone sexual violence policy was developed and posted for comment. Based on the feedback on the second version of the policy, a working group was formed that included those students who spoke at the last Board meeting. The working group also included a sexual violence researcher, a member of Durham College, a student life member, and an individual from the Durham Rape Crisis Centre.

M. Bowman reviewed the key themes of the policy feedback, including:

1. lack of awareness of resources & how to engage with them in the community;
2. training of staff;
3. accessibility – how material interpreted;
4. desire for protection in the community – desire to feel safe on campus;
5. writing style that fits with accessibility – worked to make language “friendly” in the policy; and
6. concerns around additional support offerings – provision of spaces for people to disclose.

The student sexual violence policy is constructed differently than other policies of the university. Key questions in the policy will be hyperlinked from the first page and will redirect an individual straight to the relevant section. Further, the policy sections are designed in a question and answer format.

Upon a motion duly made by T. McTiernan and seconded by A. Imrie, the Governance, Nominations and Human Resources Committee recommended the Policy on Sexual Violence for Students and Procedures for Responding to Incidents of Sexual Violence for approval by the Board of Governors as presented.

(b) Policy Against Violence, Harassment and Discrimination in the Workplace

The Chair invited C. Foy to present the proposed policy. C. Foy advised that as a result of the commitment to opportunities for additional consultation, she will be attending a special consultation session with Academic Council the following week to receive Council’s feedback. Once the policy has been updated to incorporate Council’s comments as appropriate, it will be circulated to the Committee for recommendation by e-mail.

C. Foy reviewed the background of the Policy Against Violence, Harassment and Discrimination in the Workplace and related procedures. The university has also committed to having an additional 3-month trial/consultation period for the workplace violence policy documents

following their approval and they will return to the Board next May if any amendments are required.

C. Foy summarized the feedback as focusing on compliance and clarity. She confirmed that the university has retained external counsel to assist with drafting the policy instruments. There is also a focus on training and how to implement the policy and procedures. There was clarification that “person of authority” means anyone with authority over individuals in the university. We must ensure that resources are in place to support people.

There was a question raised regarding the opportunity to create a role to handle the duties set out in the policy documents. C. Foy responded that there is already a harassment/discrimination policy in place and that HR will continue to carry out those responsibilities. T. McTiernan added that there will likely be a “safe disclosure” role created external to the university so that the individual does not get caught up in reporting obligations. C. Foy responded to additional questions from the Committee. She confirmed that while they have been drafting the policy and procedures, they have also been developing checklists to assist with training and will be providing online resources to help community members.

8. Nominations

8.1 Governors Election Process 2017-2018

B. Dinwoodie reviewed the proposed election process for the upcoming vacant student positions on the Board of Governors.

Upon a motion duly made by A. Imrie and seconded by T. McTiernan, the Governance, Nominations and Human Resources Committee approved the Governors election process for 2017-2018 as presented.

9. Human Resources

9.1 DCPD Statement of Investment Policies and Procedures

D. Saucier presented the amended DCPD Statement of Investment Policies and Procedures (SIPP) to the Committee for recommendation for approval by the Board. C. Elliott clarified that every individual fund must be identified in the SIPP and when a change is made, the SIPP must be refiled with the government. He also advised that the new fund is a managed fund as opposed to the previous fund, which will provide increased protection for our employees. He also confirmed that the change was recommended by Mercer, the university’s pension investment consultant. It was noted the performance of the fund being replaced was poor.

Upon a motion duly made by T. McTiernan and seconded by A. Imrie, the Governance, Nominations and Human Resources Committee recommended the amended Statement of Investment Policies and Procedures for the University of Ontario Institute of Technology – Registered Pension Plan, as presented, for approval by the Board of Governors.

10. Other Business

None.

11. Termination

There being no other business, upon a motion duly made by T. McTiernan and seconded by D. Borowec, the meeting terminated at 12:20 p.m.

Becky Dinwoodie, Secretary